

## California Postsecondary Education Commission

### Improving Teacher Quality State Grants Program

## Project Description

Project Title	Supporting Teachers in Retention (CSU Sacramento Mathematics Project)		
Grant Amount: \$124,010	Grant Period: August 1, 2006 - September 30, 2011		
Grade Level: 6-12	Subject Matter: Mathematics		
Institute of Higher Education	California State University, Sacramento		
Local Education Agency	Sacramento City Unified School District		
Additional Partners:	Natomas Unified School District		
Need for Project/ Population To Be Served:	Retention of teachers is a problem in the nine middle schools in the Sacramento City Unified District. The district retention rate for mathematics teachers in middle schools has averaged 68% since 2002. Some of these schools have retention rates averaging less than 50%. In addition, six of the middle schools are low-performing (API 1-4) and these same six are also Program Improvement schools. The Sacramento City USD is a large urban district with a diverse student body (21% white, 21% African American, 24% Asian, 31% Latino). The mathematics teachers in the middle schools range from beginning teachers to veteran teachers nearing retirement, with many second-career teachers included.		
Project Goals:	The project aims to provide a coherent and comprehensive support program for teachers of mathematics that will increase the retention of teachers in the nine middle schools of the Sacramento City USD. In addition, this project will conduct research on the effectiveness of the program in retaining teachers and will participate in disseminating those findings broadly.		
Summary of Activities:	In years 1-3, the project will provide ten days of intensive summer institute for 27 teachers from the targeted schools, and will offer five days of follow-up sessions throughout the year. It will also provide a systematic and sustained program of support on the school sites. In the first year these on site activities will be facilitated collaborative lesson design. In year 2 it will be coaching and in year 3 it will be lesson study groups. In years 4 and 5 teachers from new cohorts of ten teachers from the targeted schools will participate in five academic year workshops, at which teachers from the original cohort of 27 will serve as leaders, thereby furthering the professional development for the new cohorts and the leadership training for the members of the original cohort.		
Outcomes Expected:	Teachers in the retention cohort will show increases in mathematics content knowledge as evident on pre and post assessment results. Teachers will also gain pedagogical knowledge as evident in changes in classroom instruction chronicled by reflection and dialogue. Teachers in the retention cohort professional development will have a higher teacher retention rate and engage in more leadership and career enhancement activities than teachers in the comparison cohort.		
Teachers Served	47 over the life of the grant	Students Served	4620 over life of the grant
Project Website: <a href="http://www.csus.edu/org/csusmp">www.csus.edu/org/csusmp</a>			
	Email: <a href="mailto:stetson@csus.edu">stetson@csus.edu</a>		Email: <a href="mailto:gracieal@sac-city.k12.ca.us">gracieal@sac-city.k12.ca.us</a>
<u>Debra K. Stetson</u> IHE Contact	Phone: 916.278.5951	<u>Graciela Albiar-Gates</u> LEA Contact	Phone: 916.643.9120